# The California Commission on Health and Safety and Workers' Compensation



## Worker Occupational Safety and Health Training and Education Program (WOSHTEP)

### 2008 Advisory Board Annual Report

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December 2008

#### **TABLE OF CONTENTS**

I.	Executive Summary	1
	Overview of WOSHTEP Activities	
	2008 Accomplishments	
	Past Accomplishments	
II	. Background and Purpose of WOSHTEP	
	Background	
	Purpose and Objectives	
	Project Team	
	Labor-Management Advisory Board	8
II	I. WOSHTEP Accomplishments	.10
	Summary of Previous Accomplishments	10
	WOSH Specialist Curriculum	11
	Core Curriculum	
	Supplemental Modules	
	Pilots	
	WOSH Specialist Trainings	
	Statewide Network of WOSH Trainers	
	Awareness Sessions and Presentations	
	Refresher Trainings	
	Outreach to WOSH Specialists and Trainers	
	WOSH Specialist Accomplishments	
	Small Business Health and Safety Resources	
	Restaurant Supervisor Safety Training Program	18
	Small Business Safety Training Program Across Industries	
	Janitorial Industry Safety Training Program  Dairy Industry Safety Training Program	
	Young Worker Health and Safety Programs	
	Young Worker Leadership Academy	
	Young Worker Leadership Academy Guide	
	Carve-out Programs	
	Carve-out Conference	
	Carve-out Materials for WOSH Specialist Course	
	State Building and Construction Trades Council and Apprenticeship Training Progra	
	Wellness Roundtable	
	WOSHTEP Public Information Campaign	
	Resource Centers	
	Central Valley Resource Center Development	
	Multilingual Health and Safety Resource Guide	
	New WOSHTEP Materials	
	- 1011 11 00: : El IVIGIOTIGIO	

Websites	29
Database and Evaluation	29
Industries and Occupations Served by WOSHTEP to Date	30
National Outreach	30
IV. Future Plans in 2009 and Beyond	31
WOSH Specialist Trainings	
WOSH Specialist Statewide Network of Trainers	31
Awareness Sessions and Presentations	
Refresher Trainings	31
Expansion into the Central Valley and Other Geographic Areas of Northern and	
Southern California	
Small Business Health and Safety Training	
Young Worker Leadership Academies	
Carve-out Health and Safety Training	32
State Building and Construction Trades Council and Apprenticeship Training	22
Programs	
WellnessResource Centers	
Training Materials in Other Languages and Multilingual Guide	
Websites	
Database and Evaluation	
National Outreach	
APPENDIX: 2008 WOSH Specialist Trainings, Awareness Sessions and	
Presentations, and Refresher Trainings	
2008 WOSH Specialist Trainings	34
2008 Awareness Sessions and Presentations	37
2008 Refresher Trainings	44

#### 2008 ADVISORY BOARD ANNUAL REPORT

## Worker Occupational Safety and Health Training and Education Program (WOSHTEP)

#### I. Executive Summary

The WOSHTEP Advisory Board is submitting its fifth Annual Report in compliance with its mandate in Labor Code Section 6354.7 to prepare an annual written report evaluating the use and impact of the programs developed for WOSHTEP.

From its inception in 2003 through 2008, WOSHTEP has served over 3,000 workers and over 750 employers, providing close to 3,500 hours of instruction. To date, WOSHTEP has provided health and safety information and/or training to numerous industries including: janitorial; construction; small manufacturers; corrections and rehabilitation; food service or restaurants; health care; telecommunications; agriculture; transportation; and schools.

WOSHTEP activities in 2008 are described below and in the Appendix to this report.

#### **Overview of WOSHTEP Activities**

#### 2008 Accomplishments

In 2008, key accomplishments included:

- Establishing a third WOSHTEP Resource Center in Central California at the University of California (UC), Davis Western Center for Agricultural Health and Safety.
- Expanding WOSHTEP, especially the WOSH Specialist course and small business program, to new areas of California's Central Valley and Inland Empire.
- Expanding the WOSH Specialist Trainers' Network.
- Developing and distributing the following new materials:
  - Heat Hazards in Agriculture: A Guide for Employers to Carry Out Tailgate Training for Workers. Available in English and Spanish. (See <a href="http://www.dir.ca.gov/CHSWC/allreports.html">http://www.dir.ca.gov/CHSWC/allreports.html</a>.)

- Preventing Workplace Injuries and Illnesses, an Awareness module designed to provide an overview of basic workplace rights and responsibilities. Available in English and Spanish.
- Motor Vehicle Safety Program factsheet emphasizing motor vehicle safety. Available in English and Spanish.
- Training-of-Trainers' materials based on the small business restaurant and general health and safety modules and designed for insurance carriers' Loss Control Specialists that include: teaching techniques; conducting needs assessments; and adapting materials as needed to teach the restaurant and general small business modules.
- Janitorial Small Business Safety Training Program providing resources and a training guide for small businesses in the janitorial industry. Available in English and Spanish.
- An adaptation of the general WOSHTEP Small Business health and safety resource packet for a national audience, funded by federal OSHA. (See http://www.dir.ca.gov/chswc/woshtep.html.)
- Development of a new Apprenticeship model, which will include a needs assessment identifying what types of health and safety education are already being offered by the State Building and Construction Trades Council (SBTC) and apprenticeship programs in order to determine how WOSHTEP can complement that training.
- Two new Young Worker Leadership Academies and the expansion of a network of youth health and safety mentors who are graduates of the previous years' Academies, as well as additional youth-led activities and presentations by Academy graduates.
  - A guidebook on how to conduct a Young Worker Leadership Academy, entitled "Teens Speak Out for Safety on the Job: Lessons from the Young Worker Leadership Academy," to be used nationwide by other states to develop their own young worker leadership program. (See <a href="http://www.dir.ca.gov/chswc/woshtep.html">http://www.dir.ca.gov/chswc/woshtep.html</a>.)
- A roundtable on Workplace Wellness: How to Address Both Occupational and Lifestyle Issues on the Job with the purpose of beginning a dialogue about strategic approaches to integrating workplace wellness and occupational health and safety programs in California.
- A new public information campaign to highlight the activities of WOSHTEP participants.

• Presentations at local, state and national meetings and conferences to establish WOSHTEP as a national leader in injury and illness prevention.

For a detailed discussion of the 2008 accomplishments above, see the following pages and the Appendix of this report.

#### Past Accomplishments

In 2003, the first year of WOSHTEP, key accomplishments included a needs assessment, the design of the Worker Occupational Safety and Health (WOSH) Specialist curriculum, and the development of Resource Centers in Northern and Southern California.

In the second year, 2004, key accomplishments included conducting several pilots and completing the core and supplemental modules of the WOSH Specialist curriculum, as well as creating an online multilingual guide to health and safety resources.

In 2005, all aspects of WOSHTEP were expanded and key accomplishments included development and implementation of:

- The first WOSH Specialist Training-of-Trainers course to build a statewide network of trainers to deliver the WOSH Specialist course.
- A listserv for WOSH Specialists and Trainers to help them stay current on health and safety issues and information and act as a resource to each other.
- Health and safety resources for small businesses, adapted to the restaurant industry, as well as training offered to owners and managers of small restaurants. (See <a href="http://www.dir.ca.gov/chswc/SBMRMaterials.htm">http://www.dir.ca.gov/chswc/SBMRMaterials.htm</a>.)
- A Young Worker Leadership Academy to develop the knowledge of young workers about health and safety issues in the workplace and their rights and responsibilities, as well as to develop leadership skills for young workers to take a leadership role in their own community. Academy participants conducted Safe Jobs for Youth Month (May) activities in their communities.

In 2006, key accomplishments included:

 Expanding the audience for WOSH Specialist course offerings, Awareness sessions, and Refresher trainings. Awareness sessions were presented to inform employers and workers about the WOSH Specialist course and WOSHTEP resources. In addition, many of the WOSH Specialists participated in Refresher trainings.

- Expanding the Trainers' Network for the WOSH Specialist course.
- Expanding partnerships with the State Compensation Insurance Fund (SCIF) and the California Restaurant Association (CRA), Cal/OSHA Consultation and others to deliver the Small Business Restaurant Supervisor Safety Training program for owners and managers of small restaurants statewide, presenting 21 workshops for more than 280 owners and managers from over 179 restaurants or food-service programs.
- Conducting a needs assessment for the development of a general health and safety training and resource packet for small businesses across many industries.
- Developing a working partnership to plan and implement a campaign on heat illness targeting agricultural workers in the Central Valley.
- Conducting two new Young Worker Leadership Academies with participants planning and implementing projects in their communities during Safe Jobs for Youth Month (May) that reached at least 1,000 people, mainly youth.
- Expanding resources and technical assistance through the Northern and Southern California Resource Centers.
- Presentations at local, state and national meetings and conferences to establish WOSHTEP as a national leader in injury and illness prevention.

#### In 2007, key accomplishments included:

- Expanding WOSHTEP, especially the WOSH Specialist course and small business program, to additional areas of the State, particularly the Central Valley and the San Diego area.
- Exploring potential partnerships in the Central Valley for the purpose of identifying a site for a third WOSHTEP Resource Center.
- Developing and incorporating a new Supplemental module on Workplace Violence Prevention for the WOSH Specialist course.
- Developing materials necessary for teaching the WOSH Specialist course to unions and employers participating in a carve-out and for use in the construction industry.
- Expanding the WOSH Specialist Trainers' Network.

- Developing general health and safety resources and training activities for small businesses across a range of industries.
- Conducting an evaluation of the WOSH Specialist course and the Small Business Restaurant Supervisor Safety Training workshop.
- Presenting two new Young Worker Leadership Academies and expanding a network of youth health and safety mentors who are graduates of the previous years' Academies, as well as additional youth-led activities and presentations by graduates of the Academies.
- Presentations at local, state and national meetings and conferences to establish WOSHTEP as a national leader in injury and illness prevention.

#### II. Background and Purpose of WOSHTEP

#### Background

California serves as a national leader in worker protection and injury and illness prevention through the implementation of Labor Code Section 6354.7, effective January 1, 2003. This provision includes the creation of a Workers' Occupational Safety and Health Education Fund (WOSHEF) administered by the Commission on Health and Safety and Workers' Compensation (CHSWC).

Pursuant to Labor Code Section 6354.7(a), insurance carriers who are authorized to write workers' compensation insurance in California are assessed \$100 or .0286 percent of paid workers' compensation indemnity amounts, whichever is greater, for claims reported for the previous calendar year to the Workers' Compensation Insurance Rating Bureau (WCIRB). This assessment is then deposited into WOSHEF. CHSWC uses these funds each year to develop and implement WOSHTEP through interagency agreements with the Labor Occupational Health Program (LOHP) at the University of California (UC), Berkeley and the Labor Occupational Safety and Health Program (LOSH) at the University of California, Los Angeles (UCLA). LOHP provides a subcontract to the University of California, Davis Western Center for Agricultural Health and Safety to operate WOSHTEP's Central Valley Resource Center.

#### **Purpose and Objectives**

The purpose of WOSHTEP is to promote workplace health and safety programs. WOSHTEP focuses on developing injury and illness prevention skills of employees and their representatives who can then take a leadership role in promoting health and safety in the workplace. This program is being delivered through a statewide network of training providers.

#### CHSWC's mandate for WOSHTEP is to:

- Develop and provide a core curriculum addressing competencies for effective participation in workplace injury and illness prevention programs and on joint labor-management health and safety committees.
- Develop and provide additional training for any and all of the following categories:
  - Industries on the high hazard list.
  - Hazards that result in significant worker injuries, illness or compensation costs.
  - Industries or trades where workers are experiencing numerous or significant injuries or illnesses.
- Provide health and safety training to occupational groups with special needs, such as those who do not speak English as their first language, workers with limited literacy, young workers, and other traditionally underserved industries or groups of workers.
- Give priority to training workers who can take a leadership role and are able to train other workers and workers who have significant health and safety responsibilities, such as those serving on a health and safety committee or serving as designated safety representatives.
- Provide resources and materials that help owners and managers of small businesses involve their employees in injury and illness prevention efforts.
- Operate one or more libraries and distribution systems of occupational health and safety training materials.
- Establish a labor-management Advisory Board to assist with development of the program and outreach to key constituencies and to prepare an Annual Report evaluating the use and impact of WOSHTEP.
- Establish and maintain WOSHTEP and an insurance loss control services coordinator to respond to inquiries and complaints by employers.

The loss control services coordinator in CHSWC informs employers of the availability of loss control consultation services, responds to their questions, and investigates complaints about the services provided by their insurer. If an employer and an insurer are unable to agree on a solution to a complaint, the loss control services coordinator will investigate and recommend action necessary to bring the loss control program into compliance. Ongoing outreach efforts are being made to reach California

employers to let them know what services are available to them from their workers' compensation insurance carrier.

#### Project Team

CHSWC administers interagency agreements with LOHP at UC Berkeley and LOSH at UCLA to design and carry out needs assessments with key constituencies, develop curricula, conduct training, operate a resource library of health and safety resource materials, and build a statewide network of trainers.

#### **CHSWC Staff Participants**

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#### Resource Center Labor Occupational Health Program (LOHP), UC Berkeley

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Jessica Marques

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Leonel Yoque

Community Outreach Representative

## Resource Center Western Center for Agricultural Health and Safety UC Davis

Marc Schenker Center Director

Sandra Freeland Center Manager

Teresa Andrews

**Education and Outreach Specialist** 

#### Labor-Management Advisory Board

A labor-management Advisory Board for WOSHTEP is mandated by legislation and has been established. The Board meets bi-annually. Its role is to:

- Guide development of curricula, teaching methods and specific course material about occupational safety and health.
- Assist in providing links to the target audience.
- Broaden partnerships with worker-based organizations, labor studies programs, and others who are able to reach the target audience.
- Prepare an Annual Report evaluating the use and impact of WOSHTEP.

Members of the Advisory Board are as follows:

## WOSHTEP Advisory Board Members

**Bob Balgenorth** 

State Building and Construction Trades Council

Laura Boatman

State Building and Construction Trades Council

Andrea Dehlendorf

Service Employees International Union (SEIU)

Marti Fisher

California Chamber of Commerce

Judith Freyman ORC, Inc.

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**Garment Workers Center** 

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Division of Occupational Safety and Health Cal/OSHA

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Small Business California

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United Food and Commercial Workers Union (UFCW) Local 5

Bonnie Kolesar, ARM, CCSA

California Department of Corrections and Rehabilitation (CDCR)

Laura Kurre

Service Employees International Union (SEIU) Local 250

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Tom Rankin

AFL-CIO and WORKSAFE!

Christina Vasquez

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Bob Snyder

Liberty Mutual Insurance Group

John Stassi

**Food Insurance Managers** 

Dave Strickland

**Zurich Insurance** 

**Ed Walters** 

Praetorian Financial Group

Jim Zanotti

AIG Insurance

#### **III. WOSHTEP Accomplishments**

Summary of Previous Accomplishments

CHSWC recognizes the important role that key stakeholders, including employers, labor, educators, insurers, governmental agencies and community-based organizations, play in determining the success of WOSHTEP.

Therefore, CHSWC, LOHP and LOSH have conducted, and continue to conduct, needs assessment activities with key constituency groups in order to develop, assess and adapt WOSHTEP materials and curricula and to implement effective training programs and outreach to the target audience statewide. Key findings from the initial needs assessment are included in the 2004 and 2005 Annual Reports.

Based on the needs assessment findings, the following activities have been completed:

- A survey of state, national and international occupational safety and health training programs.
   <a href="http://www.dir.ca.gov/CHSWC/TrainingProgramsResources/Surveycover.html">http://www.dir.ca.gov/CHSWC/TrainingProgramsResources/Surveycover.html</a>)
- Core and supplemental modules for a Worker Occupational Safety and Health (WOSH) Specialist curriculum developed to prepare workers to actively participate in and support injury and illness prevention efforts in their workplaces. The content of these modules incorporates stakeholder feedback.
- A Multilingual Health and Safety Resource Guide developed by LOHP for CHSWC and posted on CHSWC's website and updated regularly. (See <a href="http://www.dir.ca.gov/CHSWC/MultilingualGuide/MultilingualGuideMain.html">http://www.dir.ca.gov/CHSWC/MultilingualGuide/MultilingualGuideMain.html</a>.)
- An evaluation system developed to measure the effectiveness of WOSHTEP components.
- Three Resource Centers, each with a library and distribution system for occupational safety and health training material, established in Northern, Southern and Central California. These resources include materials developed by WOSHTEP.
- A statewide Trainers' Network, including WOSH Specialists and others with responsibility for occupational safety and health. CHSWC, LOHP and LOSH continue to look at existing training networks and initiate discussions with community colleges, adult schools, insurance carriers and others interested in participating as part of the statewide network of trainers mandated by statute.

 A small business safety training program. This program includes health and safety resource materials relevant to all industries, a training guide for owners and managers to use to conduct health and safety training for their employees, and industry-specific materials for select industries.
 (See http://www.dir.ca.gov/chswc/SBMRhealthandsafety.htm.)

Each year, a new industry is selected as a target audience. To date, materials have been developed for owners and managers in the restaurant industry (see <a href="http://www.dir.ca.gov/chswc/SBMRMaterials.htm">http://www.dir.ca.gov/chswc/SBMRMaterials.htm</a>,) and the janitorial industry. A third set of materials is being developed for the dairy industry in the Central Valley. All materials and training programs developed for WOSHTEP's Small Business Resources program are in English and Spanish.

In addition, a national version of these materials for use nationwide by other states has been developed with funding from federal OSHA. (See <a href="http://www.dir.ca.gov/chswc/woshtep.html">http://www.dir.ca.gov/chswc/woshtep.html</a>.)

- A Young Worker Leadership Academy, pilot-tested in 2005 and offered twice in 2006, twice in 2007, and twice in 2008 by LOHP and LOSH, to teach youth about workplace health and safety and to provide a forum for participants to plan educational health and safety activities in their own communities.
  - A guide, "Teens Speak Out for Safety on the Job: Lessons from the Young Worker Leadership Academy," to be used nationwide by other states to develop a young worker leadership program. (See <a href="http://www.dir.ca.gov/chswc/woshtep.html">http://www.dir.ca.gov/chswc/woshtep.html</a>.)
  - A network of youth health and safety mentors, including graduates of past Young Worker Leadership Academies, who act as health and safety educators for young workers.

#### WOSH Specialist Curriculum

The WOSH Specialist curriculum is intended to build knowledge and skills in many areas of injury and illness prevention. Participants are required to successfully complete core training consisting of six modules plus a minimum of three supplemental modules relevant to their workplace in order to be recognized as WOSH Specialists and receive a certificate of completion. Materials have been printed in three languages, English, Spanish and Chinese, and are updated regularly.

The 24-hour WOSH Specialist training is being presented statewide. The training approach is:

Based on the principles of effective adult learning techniques.

- Based on activities that can be tailored and modified for a variety of settings and occupations of various target audiences.
- Designed to be technically accurate.
- Developed to be practical and applied, providing participants with the necessary skills to effectively promote health and safety in the workplace.
- Designed to be taught by trainers with a range of experience in occupational safety and health.

The overall objectives of the curriculum are to increase participants' abilities to:

- Describe the importance and key elements of a successful Injury and Illness Prevention Program (IIPP) in the workplace.
- Identify a full range of potential hazards on the job and specify root causes of injuries and illnesses.
- Evaluate control measures for common hazards.
- Explain the legal requirements for maintaining a healthy and safe workplace in order to support employers' compliance efforts.
- Participate actively in injury and illness prevention efforts and problem-solving in the workplace.
- Serve as a health and safety resource for others, including co-workers, joint labor-management committees, unions and employers.
- Contribute to the reduction of workers' compensation costs through preventive actions and early return-to-work efforts.

#### Core Curriculum

The core curriculum addresses competencies for effective participation in workplace injury and illness prevention programs and on joint labor-management health and safety committees. The core curriculum consists of the following modules:

- Promoting Effective Safety Programs
- Identifying Hazards in the Workplace
- Controlling Hazards in the Workplace
- Health and Safety Rights and Responsibilities
- Workers' Compensation and Return-to-Work Programs
- Taking Action

#### Supplemental Modules

Supplemental modules on the following topics have been developed to address the needs of the participants:

- Bloodborne Pathogens
- Chemical Hazards and Hazard Communication
- Communicating Effectively About Workplace Health and Safety
- How Adults Learn Best: Sharing Health and Safety Information in the Workplace
- Preventing Musculoskeletal Disorders: Introduction to Ergonomics
- Workplace Health and Safety Committees
- Workplace Violence Prevention
- Workplace Emergency Preparedness (currently in development)

Additional topics will be considered for development as needs are identified in the future.

#### Additional WOSHTEP Materials

The following materials have been developed and are part of the WOSHTEP Curriculum:

- Heat Hazards in Agriculture: A Guide for Employers to Carry Out Tailgate Training for Workers. Available in English and Spanish. (<a href="http://www.dir.ca.gov/CHSWC/Reports/CHSWC HeatAgriculturEnglish.pdf">http://www.dir.ca.gov/CHSWC/Reports/CHSWC HeatAgricultureSpanish.pdf</a>.)
- Preventing Workplace Injuries and Illnesses, a module designed to provide an overview of basic workplace rights and responsibilities. Available in English and Spanish.
- Motor Vehicle Safety Programs Factsheet emphasizing motor vehicle safety. Available in English and Spanish.
- Training-of-Trainers' materials based on the Small Business restaurant and general health and safety modules and designed for insurance carriers' Loss Control Specialists that include: teaching techniques; conducting needs assessments; and adapting materials as needed to teach the restaurant and general small business modules.

- Janitorial Small Business Safety Training Program providing resources and a training guide for small businesses in the janitorial industry. Available in English and Spanish.
- An adaptation of the general WOSHTEP Small Business Health and Safety Resource Packet for a national audience, funded by federal OSHA. (See <a href="http://www.dir.ca.gov/chswc/woshtep.html">http://www.dir.ca.gov/chswc/woshtep.html</a>.)
- "Teens Speak Out About Safety on the Job: Lessons Learned from the Young Worker Leadership Academy," a guide for use by other organizations in California and other states to develop and conduct a Youth Academy. (See <a href="http://www.dir.ca.gov/chswc/woshtep.html">http://www.dir.ca.gov/chswc/woshtep.html</a>.)

#### **Pilots**

Four settings, described in the 2004 and 2005 Annual Reports, were selected to pilot the curriculum, based on the following criteria:

- A geographic spread throughout the state.
- A diversity of types and sizes of industries in order to assess how versatile the curriculum would be.
- The ability to address WOSHTEP legislative mandates.
- Industries with significant hazards and injuries.
- Underserved occupational groups, including those who do not speak English as their first language and those who have limited literacy.
- Workers who have or will have significant health and safety responsibilities.
- Joint labor-management support.
- Readiness to commit to serving as a pilot site, including participation in follow-through and evaluation.

#### WOSH Specialist Trainings

Pilot training concluded in August of 2004. During the remainder of 2004 and continuing through 2008, WOSH Specialist training courses were conducted in Northern and Southern California as described in the Advisory Board Annual Reports for 2004, 2005, 2006 and 2007, as well as in this report for 2008. To date, more than 1,600 Specialists have been trained in Northern, Central and Southern California.

In 2008, 25 WOSH Specialist classes were conducted by LOHP and LOSH for a wide range of target audiences including: Communication Workers of America (CWA)/AT&T; San Francisco State University; Laney College Labor Studies Program; CDCR, for facilities in Northern, Southern, and Central California; cities in various locations throughout California; and labor and community-based

organizations located in Northern, Southern and Central California. See the Appendix of this report for detailed descriptions of 2008 WOSH Specialist trainings.

In 2008, LOSH began development of a Community Outreach Model. The initial focus of the development stage is to identify organizations. Two projects have begun with the Korean Immigrant Workers Association (KIWA) and one with Instituto de Educación Popular del Sur de California (IDPESCA); these projects will include needs assessments and new factsheets. Current outreach is currently targeting one church group, the community health workers (promotoras) network, and a community clinic, as well as adult educations centers in Los Angeles and San Diego.

#### Statewide Network of WOSH Trainers

To begin development of a statewide network of trainers in 2005, as mandated by the Labor Code, LOHP and LOSH developed Training-of-Trainers curricula and offered the first two WOSH Specialist Training-of-Trainers courses in April and July 2005. LOHP's 24-hour course offered in April 2005 trained 13 participants, including those from the Department of Corrections and Rehabilitation (CDCR), SBC/Communication Workers of America, and community college instructors. LOSH's 30-hour Training-of-Trainers course, presented in July 2005, trained 16 participants, including bilingual trainers from SCIF, representatives from non-profit organizations, workers from small manufacturing and racetrack industries, union representatives in the homecare and nursing-home industries, and the Los Angeles and San Diego Community College Labor Studies Programs.

In addition, a WOSH Specialist Training-of-Trainers course was taught in English for 13 participants in Oakland, CA, by LOHP Trainers in September 2006. LOSH offered two WOSH Specialist Training-of-Trainers courses in Los Angeles, CA, one in November 2006, in Spanish for 14 participants, including several health promoters and a Cal/OSHA inspector, and another in September 2007, in English for 8 participants, including representatives of the Building Trades Council. In 2007, LOHP also conducted a Training-of-Trainers course in Sacramento, CA, in June 2007 in English for 12 participants. In this course, training teams were formed from the City of Sacramento, the California Conservation Corps, AT&T/CWA, CDCR, and the Laborers Union. LOHP conducted another Training-of-Trainers course in June 2008 in Oakland, CA, in English for 10 participants. In this course, training teams from Contra Costa Cities, CDCR, and the California Conservation Corps were formed.

In these courses, the participants/new trainers were able to learn effective training skills and become familiar with teaching WOSH Specialist course modules. In addition to completing the Training-of-Trainers class, the participants/new trainers were required to complete an apprenticeship that included teaching a minimum of two classes with a mentor trainer from LOHP or LOSH and completing an evaluation process.

To date, 86 WOSH Specialists from Northern, Central and Southern California have been trained to be trainers. Network Trainers from Northern, Central and Southern California have been recruiting for and delivering modules of the WOSH Specialist course in English or Spanish.

Outreach to identify trainers interested in participating in the Trainers' Network is ongoing. Training-of-Trainers classes will be offered each year in order to expand the Trainers' Network by developing trainers prepared to teach the WOSH Specialist course.

#### Awareness Sessions and Presentations

LOHP and LOSH have also conducted shorter Awareness sessions, drawing on the WOSH Specialist curriculum, to help promote awareness of and interest in the WOSH Specialist course. Awareness sessions for 2004, 2005, 2006, and 2007 are described in the Annual Reports for those years. To date, Awareness sessions have reached over 3,100 participants and approximately 400 employers.

Awareness sessions and presentations for 2008 reached a wide range of audiences including: San Francisco City College Apprenticeship Program; SCIF Loss Control Managers and SCIF policy holders; community-based organizations; the Service Employees International Union (SEIU); national organizations such as the International Association of Industrial Accident Boards and Commissions (IAIABC), American Society of Safety Engineers (ASSE), the County Safety Officers of California, the Public Agency Safety Management Association, the American Public Health Association (APHA), and the Bi-National Health Week Planning Committee, a consortium of health agencies from Central and South America.

In 2008, LOSH developed a new Awareness module as an introduction to workplace health and safety for workers with limited experience in the U.S. workplace. The module focuses on the relationship between work and health. It also discusses examples of workplace hazards and how injuries and illnesses can be prevented. This module prepares participants to help advance health and safety in the workplace.

See the Appendix of this report for detailed descriptions of 2008 Awareness sessions and presentations.

#### Refresher Trainings

Refresher trainings have been provided each year since 2005 to a number of trained WOSH Specialists in a variety of settings to assist them in carrying out activities they chose to pursue in their workplaces after completion of the WOSH Specialist training. Refresher trainings for 2005, 2006 and 2007 are described in the Annual Reports for those years. To date, Refresher trainings have been conducted for over 365 WOSH Specialists.

In 2008, Refresher trainings were held in English and Spanish, with some sessions involving simultaneous translation in Spanish and Chinese. In these trainings, WOSH Specialists were able to discuss successes and challenges they faced in implementing injury and illness prevention practices learned during the WOSH Specialist course. Revised training materials and new health and safety resources were distributed, and updates on changes in workers' compensation laws and the new Cal/OSHA Heat Stress Standard were discussed. See the Appendix of this report for detailed descriptions of 2008 Refresher trainings.

#### Outreach to WOSH Specialists and Trainers

LOHP and LOSH have each developed a listserv, an electronic group email list, for Northern, Southern and Central California WOSH Specialists and Trainers. Through these listservs, WOSH Specialists and Trainers are regularly invited to meetings and events that will supplement their knowledge of workplace health and safety and injury and illness prevention practices. In addition, LOHP and LOSH each publish and mail newsletters in English and Spanish at least twice a year to update WOSH Specialists on actions that WOSH Specialists have taken in the workplace and on upcoming courses or skill-building conferences and workshops. Articles are written by program staff, WOSH Specialists and WOSH Trainers.

LOSH staff also has been developing alternative ways to communicate with those WOSH Specialists who do not have access to a computer and with those who do not speak English. During a full-day open-enrollment Refresher training in Spanish in December 2006, conducted by LOSH, participants shared best ways to communicate with those who may not be able to use the current listservs.

In 2007, two of the newsletters produced by LOHP were also translated into Chinese, covering such topics as new information about health and safety issues, as well as stories from WOSH Specialists about the activities they have been able to accomplish in their workplace.

In response to the fall 2007 wildfires in Southern California, WOSH Specialists and Trainers accessed LOSH technical support to help them with their efforts to take a leading role in their workplaces. Working with federal and state agencies, LOSH quickly developed factsheets about safe wildfire clean-up which were sent to LOSH WOSH Specialists, Trainers, and community partners for their own use and for distribution to others.

Newsletters have been prepared by both LOHP and LOSH for WOSH Specialists and Trainers and have been distributed by email and regular mail at least twice a year.

#### **WOSH Specialist Accomplishments**

WOSH Specialists have reported a range of accomplishments to date including:

- Participating on employer-employee health and safety committees.
- Requesting or offering health and safety information to co-workers covering risk mapping for identifying hazards in the workplace, root causes of hazards, ergonomics, Cal/OSHA rules and regulations, and IIPPs.
- Assisting in analyzing data collected from surveys, inspections, and other sources in order to identify and prioritize health and safety problems.
- Participating in efforts to reduce or eliminate common hazards by conducting surveys of workers or by conducting walk-through inspections to determine health and safety problems.
- Contributing to efforts to explain the legal requirements for maintaining a healthy and safe workplace and supporting an employer's compliance efforts.
- Conducting or helping to conduct health and safety trainings.
- Developing or helping to develop health and safety programs or policies or an IIPP or Emergency Evacuation Plan.
- Serving as a health and safety resource for co-workers, employers, the union, labor-management committees, etc.
- Writing health and safety articles for company newsletters.
- · Creating a website for co-workers to access.
- Recruiting new members to a workplace health and safety committee.
- Participating in national forums on workplace health and safety, such as providing testimony at the NIOSH National Occupational Research Agenda Town Hall meeting held in February 2006 in Los Angeles.

#### Small Business Health and Safety Resources

#### Restaurant Supervisor Safety Training Program

In partnership with SCIF, Cal/OSHA Consultation, and the California Restaurant Association (CRA), LOHP completed the first set of health and safety resources in June 2005 for owners and managers of small restaurants. Through a focus group and pilot tests held with owners and managers of several small restaurants, LOHP identified the type of training and information that they said they needed and then created the Restaurant Supervisor Safety Training Program.

Materials for the Restaurant Supervisor Safety Training Program include a training guide for two short training sessions and tip sheets on the most common restaurant hazards that managers can use to tailor training to the specific hazards in their own restaurants. This training helps restaurant owners and managers to:

- Provide a one-hour safety training tailored to their restaurant.
- Encourage workers to become involved in workplace safety programs.
- Identify concrete ways to prevent injuries at work.
- Meet Cal/OSHA training requirements.

This training also includes information regarding training and supervising young workers. The materials are available in English and Spanish both online at <a href="http://www.dir.ca.gov/CHSWC/SBMRMaterials.htm">http://www.dir.ca.gov/CHSWC/SBMRMaterials.htm</a> and in print.

From November 2005 through 2008, 21 workshops were held, reaching 255 owners or managers from 164 restaurants or food-service programs. In addition, both LOHP and LOSH have done outreach to franchise organizations, culinary programs, local minority Chambers of Commerce, and other local business organizations. Additional outreach occurred when the Independent Restaurant Safety Council printed and distributed 3,000 copies of the materials to their members.

The Restaurant Supervisor Safety Training materials are being shared across the country, and Oregon OSHA is posting the restaurant tip sheets on their website.

#### Small Business Safety Training Program Across Industries

In 2007, general health and safety materials were developed and pilot-tested for small businesses across many industries. These materials include training activities which owners and managers of small businesses can conduct with their employees, as well as additional resources to help them understand how this training can help keep their business successful. In 2008, 7 general Small Business workshops were held, reaching 220 owners or managers of over 120 small businesses. (See <a href="http://www.dir.ca.gov/chswc/SBMRhealthandsafety.htm">http://www.dir.ca.gov/chswc/SBMRhealthandsafety.htm</a>.)

In addition, federal OSHA has funded the development of a national version of the general Small Business Resources packet, which will be posted online on LOHP's website and distributed by LOHP at training workshops with other state partners under an OSHA Susan B Harwood Training Grant. Materials will also be available on the CHSWC WOSHTEP site. (See <a href="http://www.dir.ca.gov/chswc/woshtep.html">http://www.dir.ca.gov/chswc/woshtep.html</a>.)

#### Janitorial Industry Safety Training Program

In 2008, LOHP developed a Small Business Safety Training Program for the janitorial industry. This project began with a needs assessment that included interviews with seven janitorial employers about health and safety hazards and training needs. Employers noted that janitors tend to work alone in buildings and often at night, and that employees often report directly to the building that they are responsible for cleaning. Given this work situation, LOHP decided that group trainings are not realistic and that one-on-one trainings between a supervisor and

employee are more appropriate for this industry. In terms of content, employers identified the following as major hazards: lifting items; slips and falls; and chemicals. Some employers also mentioned electrical hazards and robberies/assaults as serious concerns. Employers identified English and Spanish as the primary languages spoken among janitors. Some employers also mentioned Chinese, Tagalog, and Arabic.

The training materials that were developed and pilot-tested include activity sheets and discussion questions to spark conversation between management and employees. The flip side of the activity sheet is a list of tips that both management and employees can use to improve health and safety at work. The training materials for the janitorial packet which will be available in English and Spanish and will cover the following topics:

- Safety Orientation
- Chemical Hazards
- Slips and Falls
- Ergonomic Hazards
- Electrical Hazards
- Robberies and Assaults
- Injuries on the Job
- Planning for Emergencies

Trainings for employers within the janitorial industry are being planned in partnership with SCIF and the Building Skills Partnership (BSP), which is affiliated with SEIU 1877. BSP is funded by janitorial service employers to provide training programs for janitors. Both small business employers and larger employers are represented. These training programs include materials for English as a Second Language (ESL), health and safety, vocational training, etc. BSP is interested in using the training materials as part of their ESL class and has proposed that LOHP provide Training-of-Trainers workshops for their employers and 10-20 ESL instructors (probably in early 2009). BSP expects to work with LOHP to train about 300 janitors in 2009.

#### <u>Dairy Industry Safety Training Program</u>

In 2008, WOSHTEP Central Valley Resource Center staff initiated the Dairy Industry Safety Training Program. Tip sheets and fotonovelas on a variety of health and safety topics relevant to this industry are currently under development. Trainings for dairy industry owners and managers will be conducted in 2009.

#### Young Worker Health and Safety Programs

CHSWC believes strongly in the importance of educating young workers and keeping them safe as they enter the workforce. Statistics show that approximately 160,000 teens are injured on the job annually in the United States; at least 53,000

of these injuries are serious enough to require hospital treatment. A goal of the WOSHTEP Young Worker Health and Safety Program is to identify unique ways to effectively engage young workers as health and safety promoters at work and/or in their schools and communities.

#### Young Worker Leadership Academy

In 2005, WOSHTEP funding helped support the first Young Worker Leadership Academy in Anaheim, California. Twenty-five youth in teams of three or four members each from six different communities in California learned about workplace health and safety. They took this information back and shared it in creative ways in their own communities during Safe Jobs for Youth Month (May). High school students from LOHP's young worker research team and LOSH's peer education program acted as youth mentors and helped conduct this Academy.

Following the 2005 Leadership Academy's success, WOSHTEP funding in 2006 supported two additional Young Worker Leadership Academies, one in Sacramento in January, and the other in Los Angeles in February. Thirteen teams of three or four members each (48 youth) attended the two Academies, with four youth from the 2005 Academy returning to act as youth mentors to the new teams. CHSWC co-sponsored these Academies with LOHP, LOSH, the Center for Civic Participation, and the California Partnership for Young Worker Health and Safety. In 2007, Academies were held in Berkeley in January and Los Angeles in February. Eleven teams (39 youth) attended the two Academies, with 11 youth from the 2006 Academies returning as youth mentors. In 2008, two additional Academies facilitated by LOHP and LOSH were held, one in January at UC Berkeley, and one in February at UCLA. Forty youth from 11 communities participated. In addition, 13 Academy graduates attended the 2008 Academies as youth mentors.

The goals of the Young Worker Leadership Academy are to: teach youth about workplace health and safety and their rights on the job; help youth identify educational, policy and media strategies to help ensure that young people do not get hurt on the job; and provide a forum for these youth to plan specific actions they will take in their own communities to promote young worker safety during Safe Jobs for Youth Month in May.

During May 2006,12 of the Academy teams each successfully conducted a variety of creative activities, including: holding workshops at schools and in the community on health and safety hazards, including developing and staffing a booth on teen worker safety at a local farmers' market; being interviewed on a local Spanish-language radio station; and working with school personnel to develop and institute a quiz on young worker rights and responsibilities in the workplace to be taken by all youth seeking work permits. Teams reached a wide audience, mainly youth, through these activities. They also reached many low-wage, Spanish-speaking

and/or immigrant families or community members with little awareness of U.S. workplace laws.

In response to Academy participant requests, a reunion was organized for the 2006 LA Academy participants, held at UCLA in August 2006. Twelve youth, representing five of the six teams, participated to share their team projects, which reached over 2,000 youth and 200 adults, to develop additional skills, and to discuss ideas for building an ongoing network of youth health and safety advocates. A second reunion for Southern California Academy graduates was held in December 2007 at the UCLA Downtown Labor Center for 11 Academy youth and 3 adult (team) sponsors. During the reunion, participants shared their challenges and successes and learned techniques for outreach to the media.

In May and June 2007, ten of the teams that attended the 2007 Academies successfully conducted a variety of creative activities, such as: leading workshops at schools and in the community on health and safety hazards; being interviewed on a local radio station; developing video public service announcements (PSAs); and developing and distributing brochures and wallet cards on job safety and resources. Teams reached at least 1,000 people, mainly youth, through these activities. In addition, 14 Academy graduates helped plan and conduct workshops at a day-long teen-led conference in April 2007 for 300 teens in Southern California.

In 2008, ten of the YWLA teams successfully conducted activities in their communities, including: creating a training video for employers of youth; leading workshops in their community organizations or schools; developing weekly messages for a school marquee; filming and/or recording PSAs, some in English and Spanish; designing and printing informational business cards, buttons, posters, art, and brochures; sponsoring a two-week long school event with fun activities and lots of great young worker health and safety information; encouraging youth to create art projects that were later showcased at a local business show; and participating in and presenting information on young worker health and safety at job fairs. In addition, the Academy Youth Mentors developed their own outreach projects, including a radio PSA and planning and conducting a community event in Los Angeles.

Academy graduates also have made presentations statewide to groups including: the California Partnership for Young Worker Health and Safety; teachers at the statewide meeting of the California Association of Work Experience Educators (CAWEE); participants in a Workers' Memorial Day event in Southern California; participants in a Latino student conference at UCLA; and the national annual conference of the Interstate Labor Standards Association in August 2007.

Academy youth mentors educated 100 participants at the national Peace Jam Conference held at Loyola Marymount University September 11-13, 2008. Sponsored by the Los Angeles Peace Alliance, the conference brought together

youth with Nobel Peace Laureates to inspire a global call to action and to kick off a campaign of service learning projects promoting non-violence in the next ten years. Five Academy alumnae participated on a panel at the American Public Health Association meeting in San Diego, October 25-29, 2008. They described the impact of the YWLA on themselves and the community projects they completed.

The LOSH Youth Coordinator described the YWLA as part of a presentation on Summer Work Safety for Teens at the Orange County American Society of Safety Engineers (ASSE) luncheon meeting held on July 16, 2008, in Anaheim, CA, and at the California Wellness Foundation 2008 Conference on Work and Health held in San Francisco, CA, September 29-30, 2008.

As a result of the Academies in 2005, 2006, 2007 and 2008, a network of youth who can help promote workplace health and safety in their communities has been developed.

Two Academies are planned for 2009, one in January at UC Berkeley, and one in February at UCLA.

Young Worker Leadership Academy Guide

With additional funding from the California Wellness Foundation, LOSH and LOHP developed a 64-page guide, "Teens Speak Out for Safety on the Job: Lessons Learned from the Young Worker Leadership Academy," to share the YWLA model with organizations in California, as well as nationwide. This new guide describes the YWLA process, and includes all the teaching instructions, handouts, and other materials needed to put on an Academy. This model will be shared with organizations and agencies around the country through the national Young Worker Safety Resource Center. The guide has already been used by MassCOSH in Massachusetts to plan and conduct its own Young Worker Leadership Academy in 2008, and their second annual Academy is planned for April 2009. (See http://www.dir.ca.gov/chswc/woshtep.html.)

#### Carve-out Program

#### Carve-out Conference

CHSWC, with the assistance of LOHP and LOSH WOSHTEP staff, planned and conducted a statewide conference on workers' compensation carve-outs and promotion of injury and illness prevention activities. The conference, held in August 2007, was attended by close to 200 people. The conference included three workshops, as well as a presentation on ways employers and unions who are either currently participating in a carve-out or considering establishing a carve-out can build injury and illness prevention activities into their carve-out program. Prevention activities that were promoted included establishing health and safety committees and conducting health and safety training and hazard investigations.

Interest expressed in other roundtables and discussions with constituents since this conference indicate that there is a need for another carve-out conference.

#### Carve-out Materials for WOSH Specialist Course

Materials necessary for teaching the WOSH Specialist course to unions and employees participating in a carve-out have been developed. The materials were also adapted for use in the construction industry. In 2007, the new materials were used in a WOSH Specialist course for members of the Laborer's Union who are participants in a carve-out.

## State Building and Construction Trades Council and Apprenticeship Training Programs

In 2008, efforts began with the State Building and Construction Trades Council to assess the potential to adapt and incorporate WOSHTEP training into Apprenticeship Training Programs. Presentations and discussions were held with building trades representatives at meetings of the Los Angeles and California Apprenticeship Council. In addition, LOSH staff attended California Construction Academy conferences in Southern California and Northern California, presenting a workshop on health and safety at the Southern California conference. (See 2008 Awareness Sessions and Presentations section in this report for details.)

In addition, needs assessment discussions were held with representatives from: Building Trades Councils in Ventura and San Diego; pipefitters; ironworkers; electrical workers [International Brotherhood of Electrical Workers (IBEW)]; painters; plumbers; sheet metal workers; concrete masons; roofers; drywall/lathing workers; and the Department of Apprenticeship Standards.

Some building trades have expressed interest in adapting their training to address limited literacy skills and to have materials based more on visuals and actual case studies. Results of the needs assessment indicated that there was considerable interest in worker health and safety in apprenticeship programs, as well as in green jobs. Another suggestion focused on incorporating case studies into OSHA 10 training by opening each apprentice class with a simulated short (10-15 minute) safety meeting based on a case study that could be led by more experienced senior apprentices; for this project, WOSH staff would develop or adapt existing case studies with discussion questions that could be used by apprenticeship instructors or senior apprentices.

Still another suggestion was that WOSHTEP staff could collaborate with Workforce Investment Boards to adapt and integrate the WOSHTEP youth curriculum into existing worker health and safety training into programs for youth. It was emphasized that this should coincide with interest in green jobs.

#### Wellness Roundtable

On July 16, 2008, CHSWC hosted a roundtable discussion entitled, Workplace Wellness: How to Address Both Occupational and Lifestyle Issues on the Job. Seventeen people attended the program including three national experts on the subject. A number of recommendations came out of the meeting which will guide the development of materials and training programs during the next year. Recommendations included:

- Demonstrate the benefits and cost savings of integrating occupational health and health and safety promotion programs. Provide case examples. Develop a costing guideline to help in estimating costs and benefits. Explore incentives to increase benefits (workers' compensation, Cal/OSHA, health care premiums).
- Identify employers interested in developing model programs. Explore interest in the self-insured community (possibly in public sector). Design and seek funding for an evaluation study to document impact.
- Develop educational materials for specific audiences, including labor, small business, occupational health and safety professionals, workplace health promotion professionals and joint labor-management committees. Augment WOSHTEP materials to include information on wellness, e.g., create a module for the WOSH Specialist course or a factsheet for the small business packet.
- Develop a set of principles for effective, ethical integration of occupational safety and health and workplace health promotion.
- Review the legal barriers to integration; identify policy measures needed to resolve these barriers.
- Provide resources. Collect and distribute examples of best practices.
   Develop an easy-to-understand rationale for integration and examples of what integration can look like. Post resources on a website and update periodically.

#### **WOSHTEP Public Information Campaign**

During 2008, LOHP has been working to develop a media plan to highlight the positive contributions of WOSH Specialists, owners/managers participating in WOSHTEP small business training programs, and Young Worker Leadership Academy graduates.

The media plan seeks to: increase the visibility of WOSHTEP and the Commission; raise public awareness about occupational safety and health; and encourage

WOSHTEP participants to tell their personal stories about what they have learned and how they have contributed to safer and healthier workplaces.

LOHP will develop relationships with the media on an ongoing basis in order to place stories to several different outlets including mainstream media, local papers, trade journals, union papers, websites, and ethnic media. LOHP will also contact WOSH Specialists and others on an ongoing basis to identify newsworthy human interest stories.

Next steps for gaining media coverage include:

- Providing more information about WOSHTEP on relevant websites.
- Developing a project press kit.
- Writing and placing press releases on WOSHTEP courses for earned media placement (mainstream, local and ethnic).
- Working with WOSH Specialists to write articles on their experiences for their union newsletters and other media outlets.
- Writing industry-specific trade journal articles for placement.

#### Resource Centers

Resource Centers at LOHP and LOSH continue to house and act as distribution systems of occupational safety and health training material, including, but not limited to, all materials developed by WOSHTEP. These centers provide information and technical assistance.

LOHP has developed Resource Center tours and classes for WOSH Specialists, orienting them to the Center and giving them take-home research tools to use when at work. The training covers various sources of occupational safety and health information such as journal articles, flyers and brochures, books, online resources, and multilingual materials. In addition, the Resource Center develops resource lists for the LOHP WOSHTEP e-newsletter, sent out at least twice a year to WOSH Specialists to help WOSH Specialists and Trainers find answers to their occupational safety and health questions. The LOHP Resource Center also assisted in the development of background resources for WOSHTEP of a more general nature, which emphasize online resources, where available, to ensure that all WOSHTEP participants have access to these materials.

LOSH has developed a satellite location for the Southern California Resource Center at the UCLA Downtown Labor Center, which is accessible to workers and members of the community. The Center held a training session in November 2005 to orient WOSH Specialists in a Los Angeles Trade Technical College class to the library and pilot-tested a new Internet research activity using the computer lab to find health and safety resources. LOSH also developed a list of primarily electronic, recommended background resources for new WOSH Trainers and/or other workplace health and safety professionals to review as they prepare to teach one or more topics in the WOSH Specialist curriculum.

New health and safety materials are added to the Resource Centers monthly. These materials are identified by staff through attendance at meetings and conferences, as well as through literature searches and review of the weekly Cal/OSHA Reporter. In addition, in 2007, LOSH was hired by the California Fatality Assessment and Control Evaluation Program (FACE) from the Occupational Health Branch of the California Department of Public Health to translate 12 factsheets about fatal incidents into Spanish. Each of these factsheets describes how an incident happened, identifies the root causes, and recommends actions to prevent similar incidents. These factsheets have been added to the Southern California Resource Center to be used by WOSH Specialists and Trainers as case studies for understanding key WOSHTEP concepts.

Currently, training handouts are being translated into Spanish and Chinese. In future years, the materials may be translated into other languages as needed and as funding allows.

#### Central Valley Resource Center Development

In 2007, the UC Davis Western Center on Agricultural Health and Safety was identified as an appropriate partner for extending WOSHTEP to the Central Valley. WOSHTEP staff was hired in 2008 and is being mentored by LOHP. WOSHTEP Central Valley Resource Center staff have scheduled WOSH Specialist trainings, conducted activities to promote prevention of heat stress, and initiated development of an agricultural industry-related small business project.

In 2008, the dairy industry was selected to be the first agricultural industry for development of a targeted small business model. Selection of this industry was made at the suggestion of the WOSHTEP Advisory Board and because a researcher at UC Davis who can help develop and promote the project agreed to collaborate with WOSHTEP to develop and promote small business health and safety resources for the dairy industry. A fotonovela with basic information on how to handle and move cattle, a particularly hazardous activity which is responsible for the majority of injuries within the dairy industry, has been drafted. This fotonovela will be used as part of the educational packet that will include other modules, each covering a different aspect of dairy safety.

#### Multilingual Health and Safety Resource Guide

An electronic Multilingual Health and Safety Resource Guide has been developed for CHSWC by LOHP. The Guide is a free resource for finding health and safety

information in multiple languages. It consists of worker training materials, such as factsheets, checklists and other resources that are available online and can be printed to distribute to employees participating in injury and illness prevention programs in the workplace.

The Multilingual Health and Safety Resource Guide covers a broad range of topics including identifying and controlling hazards, legal rights and responsibilities, ergonomics, chemical hazards, and violence prevention. It also provides information on hazards in a number of specific industries and occupations, including agriculture, construction, health care and office work.

Resources in the Guide are available in over 20 different languages, including Spanish, Chinese, Arabic, Croatian, Haitian/Creole, Hmong, Japanese, Khmer/Cambodian, Korean, Polish, Portuguese, Russian, Serbian, Swahili, Tagalog, Thai, and Vietnamese.

The Multilingual Health and Safety Resource Guide is updated regularly. Training handouts are currently being translated into Spanish and Chinese, and as needed and as funding allows, will be translated into other languages in future years. The Guide is available on the web at:

http://www.dir.ca.gov/chswc/MultilingualGuide/MultilingualGuideMain.html.

#### **New WOSHTEP Materials**

The following materials were developed in 2008:

 Heat Hazards in Agriculture: A Guide for Employers to Carry Out Tailgate Training for Workers

LOHP prepared a tailgate training guide on teaching farm workers about prevention of heat-related illness: Heat Hazards in Agriculture: A Guide for Employers to Carry Out Tailgate Training for Workers. The Guide was pilottested at a large agricultural conference in Monterey, CA, and participants in the workshop on the Guide were later contacted by WOSHTEP staff to assess use of the Guide with their workers. In addition, organizations and agencies that are involved in heat stress prevention received the Guide, and two meetings were convened by WOSHTEP staff to discuss feedback on the Guide and to exchange resources. The Department of Industrial Relations (DIR) issued a press release as an agency partner on the Guide. The Guide is available in English and Spanish.

(http://www.dir.ca.gov/CHSWC/Reports/CHSWC\_HeatAgriculturEnglish.pdf) (http://www.dir.ca.gov/CHSWC/Reports/CHSWC\_HeatAgricultureSpanish.pdf) df)

Preventing Workplace Injuries and Illnesses

This module provides an overview of basic workplace rights and responsibilities. The module will be available in English and Spanish.

Janitorial Small Business Safety Training Program

This program, developed by LOHP, provides resources and a training guide for small businesses in the janitorial industry, which will be available in English and Spanish.

Motor Vehicle Safety Program Factsheet

LOHP developed a factsheet on motor vehicle safety for use by employers and employees, which will be available in English and Spanish. The factsheet describes underlying causes of work-related motor vehicle accidents and promotes elements of an effective safety program for preventing these injuries.

National Small Business Health and Safety Resource Packet

An adaptation of the general WOSHTEP Small Business health and safety resource packet for a national audience was produced by LOHP with funding by federal OSHA. (See <a href="http://www.dir.ca.gov/chswc/woshtep.html">http://www.dir.ca.gov/chswc/woshtep.html</a>.)

#### Websites

Information about WOSHTEP can be found in the WOSHTEP section, <a href="http://www.dir.ca.gov/chswc/woshtep.html">http://www.dir.ca.gov/chswc/woshtep.html</a>, of the CHSWC website at <a href="http://www.dir.ca.gov/chswc">http://www.dir.ca.gov/chswc</a>. The website promotes public access to and awareness of WOSHTEP and products developed for the program. These materials include a WOSHTEP factsheet, a multilingual health and safety resource guide, and other resources developed for WOSHTEP training. In addition, LOHP and LOSH maintain linked websites, <a href="https://www.lohp.org">www.lohp.org</a> and <a href="https://www.lohp.org">https://www.lohp.org</a> and <a href="https://www.lohp.org">www.lohp.org</a> and <a href="https://www.lohp.org">https://www.lohp.org</a> and <a href="https://www.lohp.org">https://www.lohp.org</a> and <a href="https://www.lohp.org">https://www.lohp.org</a> and <a href="https://www.lohp.org">https://www.lohp.org</a> and <a href="https://www.lohp.org">https://www.lo

#### Database and Evaluation

CHSWC maintains a database of all trainers, WOSH Specialists, course information, and certificates awarded. The database assists CHSWC staff in tracking participants in the program and creating reports that will facilitate evaluation of the program.

In 2006, 2007 and 2008, an independent evaluation consultant designed and tested a comprehensive evaluation plan for two elements of WOSHTEP: the WOSH Specialist course; and the Small Business Restaurant Supervisor Safety Training workshop.

The WOSH Specialist training evaluation uses a mixed-method (qualitative and quantitative) non-experimental design (i.e., there is no control group) that gathers information on knowledge, attitudes, skills and WOSH Specialist effectiveness. The sources of data used to evaluate the WOSH Specialist course include:

- A Registration Form completed by participants prior to the class.
- A Post-Training Form (Post Test) completed by participants at the end of the course which assesses their knowledge of several key learning objectives, as well as perceived changes in that knowledge and willingness to conduct WOSH Specialist tasks in their workplace.
- Follow-up interviews conducted by the independent evaluation consultant with a representative sample of WOSH Specialists three to five months after completing the course to assess whether they were able to conduct WOSH Specialist tasks and have an impact in their workplace.

Similarly, evaluation of the small business training for restaurant owners and managers was based on Registration Forms, Post Tests and structured follow-up interviews conducted by the independent evaluation consultant with a sample of participants. Evaluation results indicate that both programs have had a positive impact on workers and employers.

#### Industries and Occupations Served by WOSHTEP to Date

To date, WOSHTEP has provided health and safety information and/or training to numerous industries including: janitorial; construction; small manufacturers; corrections and rehabilitation; health care; telecommunications; food service or restaurant; laundry; agriculture; transportation; schools; refineries; warehousing; garment; meat packing; and recycling.

#### National Outreach

WOSHTEP is gaining national recognition through CHSWC, LOHP and LOSH presentations at national and state conferences, such as the International Association of Industrial Accident Boards and Commissions (IAIABC), the National Institute for Occupational Safety and Health (NIOSH), the American Society of Safety Professionals, and the American Public Health Association, as well as through articles written for publications such as the IAIABC journal, the Bureau of National Affairs SafetyNet monthly newsletter, and the quarterly magazine for Foodservice Consultants Society International (FCSI).

#### IV. Future Plans in 2009 and Beyond

#### WOSH Specialist Trainings

LOHP and LOSH each will continue to conduct WOSH Specialist courses in 2009. These courses, averaging 15 participants per class, will be held in a variety of locations throughout California. Partnerships will continue to be developed with local, non-profit organizations, community colleges, universities, and SCIF and other insurers to assist in offering these training courses.

#### **WOSH Specialist Statewide Network of Trainers**

LOHP and LOSH will continue to provide the Training-of-Trainers course and mentor new WOSH Trainers who will provide training to their constituencies and in their geographic locations.

#### Awareness Sessions and Presentations

As part of ongoing outreach to employers, Awareness sessions and presentations will continue to be held each year to promote employer interest and participation in WOSHTEP and to meet the special needs of underserved worker populations. Workers attending these trainings will be encouraged to share what they have learned with their employers in order to promote offering the full 24-hour WOSH Specialist course to a group of workers on-site. CHSWC, LOHP and LOSH will work with the WOSHTEP Advisory Board, WOSH Specialist Network Trainers, needs assessment stakeholders, and others to prioritize employer groups who would most benefit from Awareness sessions.

#### Refresher Trainings

Refresher trainings will continue to be offered to WOSH Specialists in a variety of settings to assist them in carrying out activities they choose to pursue in their workplaces after completion of the WOSH Specialist training and to provide informational updates on health and safety issues and resources.

## Expansion into the Central Valley and Other Geographic Areas of Northern and Southern California

To continue to implement expansion of WOSHTEP into the Central Valley, LOHP will work with the WOSHTEP Central Valley coordinator to help serve rural parts of California through such efforts as: holding WOSH Specialist courses and a Training-of-Trainers course; reaching and serving the agricultural industry and farm workers in California, by conducting a heat stress education campaign with broad partnership support and conducting school-based outreach to teens working in agriculture; and developing resource materials and a training program for targeted small businesses within the agricultural industry in the Central Valley. In 2009,

WOSHTEP will implement the Dairy Small Business Safety Training Program and conduct trainings with dairy owners and managers.

Expansion of WOSHTEP by LOHP will also continue to include other geographic areas in Northern California such as Sacramento, San Jose and Redding. Expansion in Southern California by LOSH will continue to include San Diego and eastern counties (Inland Empire). In San Diego, LOSH will continue to work with governmental and community-based organizations to identify ways to reach target populations, support efforts by WOSH Specialists to promote health and safety in their workplaces, and identify potential trainers.

#### Small Business Health and Safety Training

The Restaurant Supervisor Safety Training materials, the Janitorial Small Business Safety Training Program materials, and the general health and safety materials for small businesses across industries will continue to be promoted and distributed throughout the State.

#### Young Worker Leadership Academies

Two Academies will be held in 2009, one in Northern and one in Southern California, for a total of 50-60 youth with the goal of continuing to create a network of youth who can share health and safety information with their peers. Several students from the previous Academies will participate in the 2009 Academies, leading activities and serving as youth mentors. Academy participants will conduct health and safety activities in their communities during Safe Jobs for Youth Month (May).

#### Carve-out Health and Safety Training

Outreach and trainings with health and safety materials adapted for carve-outs will continue to be conducted by LOHP and LOSH.

## State Building and Construction Trades Council and Apprenticeship Training Programs

Efforts to work with SBTC and apprenticeship programs run by the individual crafts through their joint labor-management committees will continue and will include: a ten-week Community Scholars Class: Green Collar Jobs, Green Buildings and Social Justice: Pathway to a Sustainable City to be held at UCLA, which will be attended by labor representatives, community leaders, graduate students, and representatives from Workforce Development Programs, the Community Redevelopment Agency, and other community organizations; a spring conference on green buildings and green jobs; and efforts to coordinate with SBTC to develop and implement a plan to integrate worker health and safety and environmental

education into apprenticeship programs. WOSHTEP materials will be adapted for use where appropriate.

#### Wellness

Materials will be developed on integrating wellness with occupational safety and health for use by joint labor-management health and safety committees.

#### Resource Centers

Resource Centers in Northern, Southern and Central California will continue to house and act as distribution systems of occupational safety and health training material, including, but not limited to, materials developed by WOSHTEP. These Centers will also continue to provide information and technical assistance to support the workers' compensation community, including WOSH Specialists and WOSHTEP Trainers.

#### Training Materials in Other Languages and Multilingual Guide

WOSHTEP training handouts have been translated into Spanish and Chinese. Other languages will be added as needed and as funding allows. The Multilingual Health and Safety Resource Guide developed by LOHP will continue to be updated and maintained regularly. Through this Guide, health and safety resource information will continue to available online in over 20 languages.

#### Websites

The WOSHTEP section on the CHSWC website will continue to promote public access to and awareness of WOSHTEP and products developed for the program and will continue to be maintained and updated regularly. LOHP and LOSH will continue to maintain linked websites.

#### Database and Evaluation

CHSWC will continue to maintain a database of all trainers, WOSH Specialists, course information, and certificates awarded. This database will continue to be used to provide information on the program.

#### National Outreach

CHSWC, LOHP and LOSH will continue to deliver presentations at meetings of professional state and national organizations and will continue to provide articles on WOSHTEP to professional journals and newsletters to inform the national health and safety community about WOSHTEP.

#### **APPENDIX**

#### 2008 WOSH Specialist Trainings, Awareness Sessions and Presentations, and Refresher Trainings

#### 2008 WOSH Specialist Trainings

- A WOSH Specialist course for the California Department of Corrections and Rehabilitation (CDCR) for joint labor-management health and safety committee members was taught in Avenal, CA. The course was taught by 4 WOSH Trainers from CDCR on January 8, 9 and 10, 2008. In English for 13 graduates.
- A WOSH Specialist course was taught for La Comisión Estatal para la Atención al Migrate Poblamo (CEAMP) in Los Angeles, CA. The course was taught by two LOSH staff members, a WOSH Trainer and a WOSH Specialist for general industry Latino immigrant workers from February 19 through March 13, 2008. In Spanish for 12 graduates.
- An open enrollment WOSH Specialist course was taught in San Diego, CA. The
  course was taught by two LOSH staff members and a WOSH Trainer for union
  health and safety committee members, Phoenix House representatives, and
  workplace safety representatives on March 1, 8 and 15, 2008. In English for 12
  graduates.
- A WOSH Specialist course was taught for Cypress Mandela Training Center, Inc., in Oakland, CA. from March 5 through June 5, 2008. The course was taught by a former LOHP Trainer. In English for 37 graduates.
- A WOSH Specialist course was taught for CDCR for joint labor-management health and safety committee members in Corcoran, CA. The course was taught by two WOSH Trainers and one LOSH staff member on March 18, 19 and 20, 2008. In English for 12 graduates.
- A WOSH Specialist course was taught for the City of Sacramento in Sacramento, CA. The course was taught by 3 WOSH Trainers from the City of Sacramento and one LOHP Trainer on March 18, 19 and 20, 2008. In English for 16 graduates.
- A WOSH Specialist course was taught for CDCR for joint labor-management health and safety committee members in Tehachapi, CA. The course was taught by two WOSH Trainers and one LOSH staff member on April 1, 2 and 3, 2008. In English for 22 graduates.

- A WOSH Specialist course was taught for UNITE HERE! Local 52 in Los Angeles, CA. The course was taught by three LOSH staff members and two WOSH Trainers for industrial laundry workers on April 5, 12, 19 and 26, 2008. In Spanish for 24 graduates.
- A WOSH Specialist course was taught for Contra Costa Cities in Walnut Creek, CA. The course was taught by two LOHP Trainers from April 15 to April 29, 2008. In English for 25 graduates.
- An open enrollment WOSH Specialist course was taught in collaboration with LA Trade Technical College in Los Angeles, CA. The course was taught by two LOSH staff members and one WOSH Trainer for union and general industry workers on April 26, May 3 and 4, 2008. In English for 17 graduates.
- A WOSH Specialist course was taught for CDCR for joint labor-management health and safety committee members in Ventura, CA. The course was taught by two WOSH Trainers and one LOSH staff member on May 20, 21 and 22, 2008. In English for 12 graduates.
- A WOSH Specialist Training-of-Trainers course was taught for CDCR, the California Conservation Corps, Municipal Pooling Authority and City of San Ramon in Oakland, CA. The course was taught by two LOHP Trainers on June 10, 11 and 12, 2008. In English for 10 graduates.
- An open enrollment WOSH Specialist course was taught at University of California, Berkeley. The course was taught by three LOHP Trainers on June 11, 19 and 16, 2008. In Spanish for 11 graduates.
- A WOSH Specialist course was taught for recent high school graduates participating in the Los Angeles City Scholars Program hosted by LA Trade Technical College during the summer session from July 9 to August 7, 2008. The course was taught by three LOSH staff members. In English for 35 graduates.
- A WOSH Specialist course was taught for SEIU in San Jose, CA. The course was taught by one LOHP Trainer and one WOSH Trainer on August 2, 9 and 16, 2008. In English for 15 graduates.
- A WOSH Specialist course was taught for Manteca area cities in Manteca, CA.
   The course was taught by an LOHP Trainer and a UC Davis Trainer on August 20, 27 and September 3, 2008. In English for 16 graduates.
- A WOSH Specialist course was taught for Cypress Mandela Training Center, Inc., in Oakland, CA. The course was taught by a former LOHP Trainer from August 20 through October, 22, 2008. In English for 27 graduates.

- A WOSH Specialist course was taught for SEIU Kaiser in Oakland, CA. The course was taught by two LOHP Trainers on September 9, 10 and 11, 2008. In English for 14 graduates.
- An open enrollment WOSH Specialist course was taught at the UCLA Downtown Labor Center in Los Angeles, CA. The course was taught by two LOSH staff members and two WOSH Trainers for representatives from unions and worker centers and general industry workers on September 9, 10, and 11, 2008. In English for 14 graduates.
- A WOSH Specialist course was taught for the City of Sacramento in Sacramento, CA. The course was taught by three City of Sacramento WOSH Trainers and an LOHP Trainer on September 23, 24 and 25, 2008. In English for 9 graduates.
- A WOSH Specialist course was taught in collaboration with LA Trade Technical College in Claremont, CA, during the fall semester, September 30 to December 17, 2008. The course was taught by three LOSH staff members for union staff and members representing UFCW, Teamsters, Carpenters Union, Steelworkers Union, LIUNA, IATSE, Chemical Workers Union, and a couple non-union general industry workers. In English for 20 graduates.
- A WOSH Specialist course was taught for UNITE HERE! Local 52 in Los Angeles, CA. The course was taught by three LOSH staff members and a WOSH Trainer for industrial laundry workers on October 18, 25 and November 1, 2008. In Spanish for 30 graduates.
- An open enrollment WOSH Specialist course was taught at the UCLA Downtown Labor Center in Los Angeles, CA. The course was taught by three LOSH staff members and two WOSH Trainers for community health workers, day laborers and household workers on November 7, 8 and 9, 2008. In Spanish for 20 graduates.
- An open enrollment WOSH Specialist course was taught for at Laney College in Oakland, CA. The course was taught by three WOSH Trainers from September 8 through December 15, 2008. In English for 8 graduates.
- A WOSH Specialist course was taught for the Superior Court of Riverside joint labor-management health and safety committee in Riverside, CA. The course was taught by two LOSH staff on December 9, 10 and 11, 2008. In English for 14 graduates.

#### 2008 Awareness Sessions and Presentations

- A presentation was conducted for the Communication Workers of America (CWA) Local 9415 in Oakland, CA, on January 4, 2008. The 30-minute presentation conducted by one LOHP Trainer for the Union Health and Safety Committee. The topic was a WOSHTEP program overview and mobilizing for health and safety. In English for 15 participants.
- An Awareness session was conducted for City College of San Francisco in San Francisco, CA, on January 9, 2008. The six-hour Awareness session was conducted by an LOHP Trainer for workers, most of whom are Asian/Pacific Islander. The topic was Hazard Communication and Chemical Safety. In English for 19 participants.
- An Awareness session was conducted for the Graton Day Labor Center in Graton, CA, on January 15, 2008. The one-hour Awareness session was conducted by one LOHP Trainer for the center's members. The topic was hearing conservation. In Spanish for 29 participants.
- A series of 15-20 minute activities over a three-hour period were conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on January 18, 2008. The activities were conducted by one LOSH staff member and one WOSH Trainer for immigrant workers. The topic was worker rights. In Spanish for 88 participants.
- An Awareness session was conducted for UNITE HERE! In Los Angeles, CA, on February 15, 2008. The five-hour Awareness session was conducted by two LOSH staff members for industrial laundry shop stewards. The topic was Cal/OSHA and Heat Illness. In Spanish for 75 participants.
- A series of 15-20-minute activities over a three-hour period were conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on February 15, 2008. The activities were conducted by one LOSH staff member and one WOSH Trainer for immigrant workers. The topic was workers' rights and responsibilities. In Spanish for 53 participants.
- An Awareness session was conducted for UNITE HERE! Local 52 union shop stewards for laundry and warehouse workers in Los Angeles on February 23, 2008. The 30-minute session, conducted by a LOSH/WOSH Trainer, covered topics from the Cal/OSHA module and heat illness information. Subsequent to the session, several people participated in a 24-hour WOSH Specialist training. In Spanish for 75 participants.
- An Awareness session/presentation was conducted for the Executive Board of AFT Local 1521, which represents Los Angeles Community College workers,

- on March 5, 2008. The 30-minute session was conducted by LOSH staff. The topic was an overview of WOSHTEP. In English for 35 participants.
- An Awareness session was conducted for Phoenix House in Los Angeles, CA, on March 6, 2008. The three-hour session was conducted by one LOSH staff member for janitorial and maintenance staff. Materials from the WOSH Specialist curriculum on Identifying Hazards and Hazardous Chemicals were used. In Spanish for 6 participants.
- An Awareness session was conducted for the CWA Local 9415 Union Health and Safety Committee in Oakland, CA, on March 8, 2008. The four-hour session was conducted by one LOHP and two WOSH Trainers for both "inside" (customer service) and "outside" (telephone pole repair) workers. The topic was effective health and safety committee building. In English for 11 participants.
- A Presentation was made and a resource table was staffed by LOSH staff at the Agricultural Industry Conference in Calexico, CA, on March 9, 2008, for lead agricultural workers. In Spanish for 50 participants.
- An Awareness session was conducted for the United Steelworkers Union in Los Angeles, CA, on March 12, 2008. The topics covered were Identify Hazards, Hazard Mapping, and Workers' Rights and Responsibilities; materials used were based on the WOSH Specialist Curriculum. The two-hour session was conducted by one LOSH staff member for car wash workers. In Spanish for 9 participants.
- An Awareness session was conducted for the United Steelworkers Union in Los Angeles, CA, on March 13, 2008. The topics covered were Identifying Hazards, Hazard Mapping, and Workers' Rights and Responsibilities; materials used were based on the WOSH Specialist curriculum. The two-hour session was conducted by one LOSH staff member for car wash workers. In Spanish for 14 participants.
- A series of 15-20 minute activities over a three-hour period were conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on March 21, 2008. The activities were conducted by two LOSH staff members for the immigrant workforce. The topic was worker rights. In Spanish.
- An Awareness session was conducted for the Graton Day Labor Center in Graton, CA, on March 25, 2008. The one-hour Awareness session was conducted by one LOHP Trainer for the center's members. The topic was safe moving ergonomics. In Spanish for 40 participants.
- An Awareness session was conducted for the Laborers International Union of North America (LIUNA) in Riverside, CA, on March 29, 2008. The topics covered were Body Mapping, Workers' Rights and Responsibilities, and

Cal/OSHA; materials used were based on the WOSH Specialist curriculum. The one-hour session was conducted by one LOSH staff member/WOSH Trainer for construction workers. In Spanish for 40 participants.

- A presentation was made for EMPLEO at the Mexican Consulate in Los Angeles, CA, on April 15, 2008. The 20-minute presentation was conducted by one LOSH staff member for Latino immigrant resources and services organizations. In Spanish for 25 participants.
- A series of 15-20 minute activities over a three-hour period were conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on April 18, 2008. The activities were conducted by two LOSH staff members for the immigrant workforce. The topic was workers' rights and responsibilities. In Spanish for 78 participants.
- Two Awareness sessions (one in the morning and one in the afternoon) were conducted for the LA County Public Guardian's Office, Department of Mental Health Workers in Los Angeles, CA, on April 24, 2008. Each four-hour session was conducted by two LOSH staff members (one a WOSH Trainer). The topics were how to identify and protect from health hazards and bloodborne pathogens. In English for 68 participants (31 + 37).
- An Awareness session was conducted for LA Trade Technical College Labor Studies Program in Los Angeles, CA, on April 26 and May 3, 2008. The 16hour session was conducted by two LOSH staff members for union and general industry workers. The topics were Identifying Hazards, Controlling Hazards, Cal/OSHA, and Health and Safety Committees. In English for 17 participants.
- A Workers Memorial Day event in Los Angeles, CA, on April 28, 2008, focused on workplace fatalities and general WOSHTEP information. LOSH staff attended the five-hour event. In English for 112 participants.
- An Awareness session using small business restaurant training materials was held for Phoenix House Descanso youth in recovery on May 13, 2008. The one and one-half hour session was taught by the Phoenix House WOSH Trainer for youth who use the kitchen facility as part of the county school lunch program. In English for 24 participants.
- An Awareness session was conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on May 16, 2008. The 15-20 minute activities during the three-hour session were conducted by two LOSH staff and for Latino immigrant workers. In Spanish for 46 participants.
- An Awareness session was conducted for the Graton Day Labor Center in Graton, CA, on May 22, 2008. The 40-minute Awareness session conducted

by one LOHP Trainer for the center's members. The topic was ladder safety. In Spanish for 30 participants.

- An Awareness session was conducted for the City Build Program at City College of San Francisco in San Francisco, CA on May 30, 2008. The eighthour Awareness session was conducted by an LOHP Trainer for apprentices, most of whom are African-American. The topic was hazard communication and chemical safety. In English for 36 participants.
- An Awareness session was held for the LA Taxi Workers Alliance at the KIWA, Los Angeles, CA, on June 14, 2008. The two-hour session was conducted by one LOSH staff member. Topics covered were body maps and hazard identification for taxi drivers, community members, and public health students. In English for 16 participants.
- A series of 15-20 minute activities over a three-hour period were conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on June 20, 2008. The activities were conducted by two LOSH staff members for immigrant workers. The topic was workers' rights and responsibilities. In Spanish for 66 participants.
- An Awareness session was held for the Institute of Popular Education of Southern California (IDEPSCA) in Los Angeles, CA, on June 23, 2008. The four-hour session was conducted by two LOSH staff members, one who is a WOSH Trainer for community health promoters. WOSHTEP materials used included How Adults Learn Best Supplemental, Heat Stress Prevention, and Rights and Responsibilities of workers. In Spanish for 12 participants.
- An Awareness session was held for the Car Wash Workers Campaign in Carecen, Los Angeles, CA, on July 8, 2008. The two-hour session was conducted by one LOSH staff member and two occupational health student interns for car wash workers. The topics were identifying hazards, heat stress prevention, chemical labels, and rights and responsibilities of workers. In Spanish for 11 participants.
- An open enrollment Awareness session was held for general industry Latino immigrant workers including members of the Latino Mental Health coalition and IDEPSCA day laborers in Los Angeles, CA, on July 12, 2008. The four-hour session was conducted by two LOSH staff members. The topics were rights and responsibilities of workers and hazard mapping and body mapping. In Spanish for 18 participants.
- A one-hour presentation on Summer Safety for Youth was presented to members of the Orange County Chapter of the American Society of Safety Engineers (OCASSE) on July 16, 2008, in Fullerton, CA. In English for 30 participants.

- A series of 15-20 minute activities over a three-hour period were conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on July 18, 2008. The activities were conducted by two LOSH staff members for immigrant workers. The topic was heat stress. In Spanish for 27 participants.
- A two-hour workshop presentation to the Southern California Construction Academy was conducted by two LOSH staff on July 18, 2008, in Los Angeles, CA. In English for 10 participants.
- A 15-minute presentation to the California Apprenticeship Council (CAC) for union apprenticeship coordinators was made by two LOSH staff on July 31, 2008, in San Diego, CA. In English for 50 participants.
- An Awareness session was conducted for the Machinists Local 1546 in Oakland, CA, on August 5, 2008. The 45-minute Awareness session was conducted by one LOHP Trainer for the union members. The topic was heat illness prevention. In English for 30 participants.
- A series of 15-20 minute activities over a three-hour period were conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on August 15, 2008. The activities were conducted by two LOSH staff members for immigrant workers. The topic was workers' rights and responsibilities. In Spanish for 24 participants.
- An Awareness session was held for the Laborers International Union of North America (LIUNA) on August 27, 2008, in Las Vegas, NV. The three-hour session was conducted by two LOSH staff members for California union representatives and workers. The topics included identifying hazards, Cal/OSHA, and rights and responsibilities of workers. In English for 35 participants.
- A series of 15-20 minute activities over a three-hour period were conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on September 19, 2008. The activities were conducted by two LOSH staff for immigrant workers. The topic was workers' rights and responsibilities. In Spanish for 24 participants.
- An Awareness session was conducted for members of the American Federation of State, County and Municipal Employees union in San Francisco, CA, on September 25, 2008. The three-hour Awareness session was conducted by an LOHP Trainer for child care providers, most of whom are Hispanic/Latino. The topic was hazard communication and chemical safety. In English for 20 participants.
- An Awareness session was held for the California Rural Legal Assistance (CRLA) in Oxnard, CA on October 2, 2008. The two and one-half hour session

was conducted by a LOSH staff member for agricultural workers. The topics included heat stress prevention and worker rights and responsibilities. In Spanish for 33 participants.

- An Awareness session was conducted for the City Build Program at San Francisco Community College in San Francisco, CA, on October 2, 2008. The four-hour Awareness session was conducted by an LOHP Trainer for 28 workers, most of whom are African-American or Hispanic. The topic was hazard communication and chemical safety. In English for 28 participants.
- An Awareness session was conducted for the City Build Program at San Francisco Community College in San Francisco, CA, on October 3, 2008. The four-hour Awareness session was conducted by an LOHP Trainer for workers, all of whom are African-American, Hispanic or Asian. The topic was hazard communication and chemical safety. In English for 23 participants.
- An Awareness session was held for the International Longshore and Warehouse Union (ILWU) in Lancaster, CA, on October 15, 2008. The two-hour session was conducted by two LOSH staff members for warehouse workers. The topics included heat stress prevention and worker rights and responsibilities. In English for 14 participants.
- An Awareness session was held for UNITE HERE! Local 11, in Los Angeles, CA, on October 17, 2008. The four-hour session was conducted for housekeepers by one LOSH staff and a WOSH Specialist Trainer. The topics included Cal/OSHA, worker rights and responsibilities, ergonomics standard, hazards, and body mapping and the Injury and Illness Prevention Program (IIPP). In Spanish for 22 participants.
- LOSH staff members hosted a table top display promoting statewide WOSHTEP activities at the SCIF Industrial Ergonomics and Materials Handling Seminar held in Montebello, CA, on October 22, 2008.
- LOSH met with Los Angeles city and county legislators to promote the WOSHTEP program at the annual four-hour UCLA Day with local government held at City Hall, Los Angeles, on October 23, 2008.
- A fifteen-minute presentation was made to union apprenticeship coordinators for the California Apprenticeship Council (CAC) in Anaheim, CA, on October 30, 2008, by one LOSH staff member. In English for 50 participants.
- An Awareness session was held for the Logistics Academy Training Program at the Wilshire Metro Workforce Center, in Los Angeles, CA, on November 13, 2008. The three-hour training was part of a six-week training program to assist participants to build skills necessary to enter the goods movement industry.

Activities included identifying hazards and health and safety rights and responsibilities. In English for 24 participants.

- An Awareness session was held in Riverside, CA (Inland Empire) on Saturday, November 15, 2008, for Spanish-speaking laundry workers and members of UNITE HERE! Local 51. Topics during the two-hour session included identifying hazards, controlling hazards and workplace rights and responsibilities. In Spanish for 22 participants (17 worker leaders and 5 union representatives).
- A series of 15-20-minute activities over a three-hour period were conducted for the Mexican Consulate's Ventanilla de Salud Program in Los Angeles, CA, on November 17, 2008. The activities were conducted by two LOSH staff for immigrant workers. The topic was workers' rights and responsibilities. In Spanish for 66 participants.
- A two-hour presentation was made at the Annual Conference of the California Association of Work Experience Educators Conference held in Ventura, CA, on November 17, 2008, by a LOSH staff member. In English for 30 participants.
- The Northern California Construction Academy was attended by one LOSH staff member on November 21, 2008, in Oakland, CA. Seventy-five Academy participants.
- An Awareness session was held in Burbank, CA, on December 5, 2008, at the Health Promoters Annual Conference for Spanish-speaking community health workers representing several community and public health organizations throughout California who participated in the annual statewide Community Health Promoters Conference. Topics during the three-hour session included identifying hazards, case studies, controlling hazards, workplace rights and responsibilities. In Spanish for 19 participants.

#### 2008 Refresher Trainings

- A WOSH Specialist Trainers Reunion was held for 4.5 hours at the University of California Berkeley, Berkeley, CA, on February 6, 2008. In English for 20 participants.
- A WOSH Specialist Refresher was held for Esperanza Community Housing Corporation in Los Angeles, CA, on March 17, 2008. The three-hour Refresher was conducted by one LOSH staff member and focused on health and safety committees. In Spanish for 7 participants.
- A WOSH Specialist Refresher was held for 3 hours at University of California Berkeley, Berkeley, CA, on May 14, 2008. In English for 18 participants.
- A WOSH Specialist Refresher/Awareness Session was held for UNITE HERE!
  Local 52 in Los Angeles, CA, on June 14, 2008. The three-hour
  Refresher/Awareness Session was conducted by two LOSH staff members and
  focused on action planning and heat stress prevention. In Spanish for 64
  participants.